"JOB SATISFACTION AMONG PRIMARY SCHOOL TEACHERS; A STUDY WITH SPECIAL REFERANCE TO PARBHANI DISTRICT OF MARATHWADA REGION"

Synopsis submitted to

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For the award of the Degree of

DOCTORATE OF PHILOSOPHY (PhD) IN MANAGEMENT SCIENCE

(Under Faculty of Commerce & Management Science)

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APRIL 2019

CHAPTER I

INTRODUCTION AND DESIGN OF THE STUDY

1.1 INTRODUCTION

Teaching is highly noble profession and teachers are always a boon to the society. Teacher plays a direct and crucial role in molding a pupil towards education. since a teacher is a role model for students. Job satisfaction of teachers become very vital in field of education. Thus, the researcher felt the need to investigate the job satisfaction among school teachers.

An educational system is usually considered to be the fundamental principle of developing country. Effective teachers are essential for the accomplishment of educational system. A high demanding educational system has made the teaching profession extremely challenging. Teachers who are satisfied with their job usually have a high degree of professional capabilities and feel that they could organize, manage and perform specific tasks and behavior.

Teacher is backbone of nation and its progress depends on education system. The role of teacher is very significant in development of country. Teacher act as a mentor, coach, trainer and guide but his performance totally depends on working environment. Student learning ability and performance are key judgment factor of teacher's performance. Both government and private schools plays a vital role in the growth of nation. A high degree of job satisfaction has been found when the characteristics of both employee and employer meets.

Job satisfaction is how people feel about their job. It is one of the most important variable which influence an individual as well as whole organization. The quality work has been done by active, dedicated and satisfied teachers. A dissatisfied teacher can never perform their duty properly. The strength of any educational system is largely depending on the quality and commitment of teachers. Teachers act as the heart of educational process it plays a significant role in the achievement of quality, effectiveness and realization of educational goals.

Every educational system should strive to attract qualified people to the profession and provide them with better incentives that will satisfy their needs. Job satisfaction is an essential element for the school performance to achieve the desired goal for any school particularly for the academic staff that has direct linkage with the production of the educated citizens. For institutions to be successful they must continuously ensure the satisfaction of their employees.

Teachers are the pillars of the society, they act as role model to the students and students help them to have holistic development and become the potential leader for the next generation and shoulder the responsibility of taking their nation a head.

Teachers who are satisfied with job are happy, dedicated, committed and bring their best qualities to schools so that students, parents and society may benefit from their service. Satisfied and motivated teachers are important for any educational system. The success or failure of any educational system depends mainly on satisfied teachers and on satisfied school managers and administrators.

Teachers spend much time with their students to perform different activities of teaching learning process in classroom and hence they have a significant impact on student's academic performance. The term performance refers to the quality and quantity of work product and it denotes the contribution that teacher make to achieve educational and school objectives.

Satisfaction is psychological phenomenon and its concept highly complex and subjective. Job satisfaction describes how content an individual is with his or her job. It expresses the level of match between the employee's expectations from the job and the rewards that the job provides. Teachers job satisfaction is one of the key factor in school dynamics and generally considered as primary dependents variable in terms of which effectiveness of the school is evaluated. The well-adjusted and satisfied teachers can contribute a lot to the happiness of pupils.

A complex collection of factor also affects job satisfaction among teachers. These factors can be categorized as intrinsic, extrinsic and demographic factors. Intrinsic source initiates from within the individual and have psychological values. Such

type of satisfaction is essentially self-administrated ability to choose one's own work pace is one of the sources of intrinsic satisfaction.

The extrinsic source of satisfaction initiates from outside the individual they come from his or her environment. The forces beyond the individuals control determine the frequency and magnitude of extrinsic source of satisfaction. Working conditions and opportunities to interact with the co-workers are sources of extrinsic satisfaction, as are job security and fringe benefits. However, while intrinsic may motivate people to become teachers, extrinsic conditions can influence their job satisfaction and their desire to remain in teaching throughout their career. In addition to above two factors the demographic factors such as the gender, level of formal education, age, marital status, job experience, salary and orientation to the work also play a significant role in determining the satisfaction of teachers.

1.2 RESEARCH PROBLEM

Research is the process of systematic gathering of information to achieve the objectives related to the specific study. It is an investigation by which the study can get the facts and figures which also help to find the conclusion. Research has three criterias from which first is to design the questions, collect and then find out the solution. It is an experimental theory to find a defined answer. Research also helps the people in business to find out the business strategies. Research gives an idea about likes and dislikes of customers. Research also provides the important data regarding income, age group, fashion, life style etc.

Job satisfaction is a composite function of many variables. An individual may be satisfied with one or more aspect of their job but at the same time may not be pleased with other things related to the position. Job satisfaction has been positively linked with increased productivity and performance and negatively with absenteeism and turnover in an organization.

Job satisfaction among school teachers is one of the most important aspect. There were very few studies in relation to factors influencing level of job satisfaction among school teachers in Parbhani district of Marathwada region. The present study highlights

the level of job satisfaction of primary school teachers. The organized manpower their work performance and analysis of their opinions and attitude towards the job.

1.3 RATIONAL OF THE STUDY

The need of the study is mainly to know the job satisfaction level of teachers in various private and government schools at Parbhani district. For this purpose, some schools were selected to know the types of facilities provided to their employees. This study will be helpful in policy making to improve the working conditions in the schools at various levels. This research study will be beneficial for knowing the satisfaction level of employees what type of facilities they required at the work place and how to increase the motivation level of the employees for their job in private and government schools of Parbhani District.

1.4 RESEARCH OBJECTIVES

The objectives of the study are as follows.

1] To study the level of job satisfaction of primary school teachers in Parbhani district.

2] To undertake a comparative study between Government and private primary school teachers regarding job satisfaction.

3] To undertake a comparative study between male and female primary school teachers regarding job satisfaction.

4] To undertake a comparative study between Government and private school teachers to know the motivational factors for teacahers working in schools of Parbhani district

5] To study the factors affecting job satisfaction of government and private school teachers of Parbhani District..

1.5 RESEARCH HYPOTHESES

Hypothesis 1:

H_0: There is no significance difference between job satisfaction of Government and Private primary school teachers of Parbhani District.

H_1: There is significance difference between job satisfaction of Government and Private primary school teachers of Parbhani District.

Hypothesis 2:

H_0: There is no significance relationship between the Gender of teachers under Government and Private primary school teachers regarding job satisfaction.

H_1: There is significance relationship between the Gender of teachers under Government and Private primary school teachers regarding job satisfaction.

Hypothesis 3:

H_0: There is no Significance difference in motivational factors of Government and private primary school teachers of Parbhani District.

H_1: There is significance difference in in motivational factors of Government and Private school teachers of Parbhani District.

1.7 RESEARCH METHODOLOGY

To carry out the research, primary as well as secondary data will be used. Primary data will be collected through self-structured questionnaire which was designed on a five-point Likert scale.

1.7.1 Primary Data

If the investigator collects the data originally for the investigation the data is called the primary data. The characteristics of the primary data are

- ✓ It is original in nature.
- ✓ Collection of primary data requires large amount of time, finance and energy.
- ✓ Use of primary data does not require much caution.

1.7.1.1 Source of primary data

- ✓ Personal discussions
- ✓ Structured Interview
- ✓ Observation method

- ✓ Questionnaire Method

The researcher will approach the concerned people in the organization by taking prior permission and explain well the purpose of research and will obtain the information needed. As a part of this study the researcher will prepare a set of questions in a simple manner to maximum possible extent. Questionnaire containing set of questions related with the subject of investigation. These questionnaires will be given to the respondents to fill which they returned to the researcher.

1.7.2 Secondary Data

When the researcher does not collect data originally for the research inquiry but uses data already collected and available in published or unpublished form then this data is called secondary data. Secondary data is not original in nature. It does not require much amount of time, finance and energy.

1.7.2.1 Sources of secondary Data

For collecting and obtaining the secondary data, the researcher will refer different literature, books, various journals, magazines, publications and through internet related to job satisfaction of primary school teachers.

1.7.3 POPULATION

Taluka wise Schools and number of teachers in schools of Parbhani district are as follows.

Table 1.1. Number of primary schools and number of teachers in schools of Parbhani District.

Taluka of Parbhani District	Number of schools	Number of Teachers	
		Male	Female
Parbhani	426	1841	1540
Jinture	303	1263	363
Gangakhed	224	1448	276

Purna	164	795	257
Sailu	165	668	267
Pathri	144	760	223
Manwath	91	451	124
Palam	151	651	135
Sonpeth	104	395	78
Total	**1772**	**8272**	**3263**
Grand Total	**1772**	**11535**	

1.7.4 Sample selection

The study will be conducted at Parbhani District of Marathwada region to fulfill objectives of the study. Total number of primary school teachers are 11535 which included 8272 male teachers and 3263 female teachers. Further in this study it is decided to take up 5% of total teachers as sample. Sample size of the study will be 576 teachers which includes 288 male teachers of Government schools and 288 female teachers of private schools.

Table 1.3. Sample size

Taluka	**Number of teachers**			
	Govt		**Private**	
	Male	**Female**	**Male**	**Female**
Parbahni	16	16	16	16
Jinture	16	16	16	16
Gangakhed	16	16	16	16
Purna	16	16	16	16
Sailu	16	16	16	16
Pathri	16	16	16	16

Manwath	16	16	16	16
Palam	16	16	16	16
Sonpeth	16	16	16	16
No of male and female teachers	**144 (25%)**	**144 (25%)**	**144 (25%)**	**144 (25%)**
Total	**288 (50%)**		**288 (50%)**	
Grand Total	**576 (100%)**			

CHAPTER II
LITERATURE REVIEW

2.1. INTRODUCTION

The review of related studies involves systematic identification and analysis of documents containing information related to the research problem. It is an account of what has been published on the topic by accredited scholars and researchers. Review of related literature gives the researcher an opportunity to get acquainted with the current knowledge and up to date information about what has been thought and done.

The present study is an attempt to find out level of job satisfaction and factors related to job satisfaction among teachers.

2.2 Studies Related to Job-Satisfaction of Teachers

The present study is an attempt to find out level of job satisfaction and factors related to job satisfaction among teachers. Suitable studies have been selected and reviewed to identify the level of job satisfaction. The sources included relevant scholarly research studies, thesis, Journals, seminar reports.

Dixit[1] (1986) concluded that Hindi medium primary school teachers were more satisfied than secondary school teachers. While in English medium schools the level of job satisfaction among the primary and secondary school teachers was same. Female teachers were found to be more satisfied than the males. More qualified and highly experienced teachers were highly satisfied.

Khatoon and Hasan[2] (2000) probed the job satisfaction of secondary school teachers in relation to their religion. The findings revealed that most of the teachers liked their jobs and female teachers had more job satisfaction than the male teachers. The fresher teachers drawing less salary were more satisfied than their seniors who were experienced and drawing higher salaries. It was found that the teachers' training influenced job satisfaction negatively whereas religion did not have any effect on the teachers' job satisfaction.

Shafeeq[3] (2000) aimed to determine the correlation between job satisfaction and adjustment of teachers and whether there exists any significant difference between mean scores of teachers on adjustment with high and low job satisfaction. The findings revealed that highly adjusted teachers had low job satisfaction and vice-versa. Though the relationship between adjustment and job satisfaction was found to be low and negative yet it indicated that high adjustment leads to low job satisfaction. It also revealed that adjustment did not play any significant role in job satisfaction of teachers.

Panda[4] (2001) made a comparative study of attitude towards teaching profession and job satisfaction of teachers of Assam and Orissa. The study revealed that a significant percentage of teachers of Assam and Orissa had high or moderate degree of job satisfaction. But it was also found that more than 40 percent female, experienced, urban and rural teachers of Assam and male, experienced teachers of Orissa were dissatisfied with their jobs. A significant and positive relationship between attitude towards teaching profession and job satisfaction of teachers of Assam and Orissa in general and their various categories except in case of male and female teachers in Assam was also observed.

Vyas[5] (2002) studied the job satisfaction of school teachers with reference to sex, marital status and educational qualifications. The objective was to assess the job satisfaction of male and female married and unmarried teachers with higher and minimum educational qualification. The findings indicated that sex was not related to job satisfaction and married teachers possessed more positive towards job satisfaction than the unmarried teachers. Also, educational qualifications were not found to be related to job satisfaction of teachers.

Bhuyan and Choudhary[6] (2003) determined the degree of job satisfaction of teachers with respect to sex, marital status, and location as well as experience and identified the factors responsible for job satisfaction of teachers. The teachers were found to be happy with revised pay scale, promotional aspects but were unhappy with

academic environment of the institutions and the retirement benefits. No association was found between level of job satisfaction and sex, locality, marital status and experience of the teachers. The results revealed a significant difference in job satisfaction of male and female teachers but there was no significant difference in job satisfaction between married and unmarried; between rural and urban and among experience of the teachers.

Choudhury[7] (2003) tried to determine the degree of correlation and to find out the significant differences among teachers on job satisfaction with respect to sex, marital status, location and experience. It was concluded that the teachers working in different institutions possessed the same degree of job satisfaction with respect to marital status, location and experience, except sex (male and female). No relationship was found in job satisfaction among male and female, more and less experienced, married and unmarried teachers working in different institutions.

Gupta and Jain[8] (2003) undertook a study with the objective of comparing the job satisfaction between teachers working in government and private schools and to identify the factors influencing teachers to take up nursery teaching as a career. It was found that most of the teachers do not think of nursery school teaching as their career from the early school stage and hence do not purposely plan and prepare for it. A variety of factors such as salary, security, physical conditions, promotion, recognition etc. were reported to influence job satisfaction.

Shailaja[9] (2003) examined locus of control and job involvement in relation to the job satisfaction of the teachers. The major objective of the study was to establish the relationship among locus of control, job involvement and job satisfaction. The results revealed that locus of control as a generalized expectancy for internal or external control of reinforcement was meaningfully related to job satisfaction. It showed clearly that job involvement influenced job satisfaction of teachers and a committed relationship existed between job involvement and job satisfaction of teachers.

Ali Khan and Alam[10] (2005) contemplated to ascertain the effect of locus of control, sex and marital status on job satisfaction. The results revealed that the internally controlled group of teachers were found to be significantly more satisfied with their job than their externally controlled counterparts. The female teachers showed significantly greater degree of job satisfaction than the male teachers and married teachers were found to be significantly more satisfied with their job than unmarried counterparts.

Sharma and Bansal[11] (2005) focused on the occupational stress pattern and its relationship with job satisfaction in working women belonging to two service groups school teachers and bank clerks. No significant difference was found between occupational stress patterns. Only one stressor, responsibility of persons was found to vary for the two groups. On the other hand, three out of twelve stressors i.e. low status, role conflict, unreasonable group and political pressure were found to be the predictor variables for job satisfaction in the study.

CHAPTER III

CONCEPTUAL FRAMEWORK OF JOB SATISFACTION

3.1 INTRODUCTION

Human resource management is the asset of any organization. It is the total of some crucial abilities, acquired knowledge and skills represented by the talents and skills of the employed persons who include of executives, supervisors, and the rank of file employees. It may be noted that human resource should be utilized to the maximum possible extent to achieve individual and organizational goals. The employee's performance which eventually decides and achievement of goals. However, the employee performance is influenced by motivation and job satisfaction.

Human resource management is a specialized functional area of business that attempt to develop programs, policies and activities to promote the job satisfaction of both individual and organizational needs, goals and objectives. People join organization with certain motives like security of income and job, better prospect in future and satisfaction of social and psychological needs. Every person has different sets of needs at different time it is the responsibility of management to identify this basic fact provide appropriate opportunities to people at work to satisfy their needs.

Job satisfaction is the perception of the person towards his or her job, job related activities and environment. It is combination of psychological and emotional experiences at work. Job satisfaction as defined by Locke (Lutherans, 2002) is a "pleasurable or emotional state resulting from the appraisal of one's job experience". It is often a result of the perception of employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of job meets the expectations of the employee or they exceed the expectations. Some crucial factors influencing job satisfaction may be classified in two categories.

A) **Environmental factors:** Environmental factors are job content, occupational level, pay and promotion, work group and supervision.

B) **Personal factors:** Personal factors are age, gender, educational level, marital status and experience.

Job satisfaction is about linking your jobs and finding fulfilment in what you do, it combines an individual's feelings and emotions about his profession and how his job affects his personal life. Job satisfaction can lead to behaviors that can have either positive or negative effect on organizational functioning. Job satisfaction is the function of a set of variables such as intelligence, socio economic status, personality characteristics, social acceptance, occupational commitment, organizational climate etc. but it seems that educational qualification, mental health generally implies optimum development of human abilities, optimum growth towards emotional maturity with freedom from fearful rigidities and inhabitations. It also indicates optimal ability to maintain relationship with individuals and group in accordance with existing cultural pattern.

In the primary schools first stage of the molding life of children is began in the educational and social life moreover the children of this stage are imitative. Therefore, it can be said that if power lying among primary school teachers must be prepare in a proper direction, the same may be helpful in development of personality of person. So, it is very necessary to study the personality traits and characteristics of the primary school teachers in the various context of personality.

3.2 DEFINITION OF JOB SATISFACTION

Researchers quotes few definitions of job satisfaction.

1] According to E A. Locke[1]

"Job satisfaction is as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience".

2] according to Feldman and Arnold

"job satisfaction as the amount of overall positive feelings that individuals have towards their job".

3] According to Kreitner and Kinicki

"Job satisfaction is an affective or emotional response towards various facets of one's job".

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WEB RESOURCES

- ✓ www.acadmicjournals.org/ERR2
- ✓ www.ejournals.library.ualberta.ca/index.php/JCIE
- ✓ www.sciedu.ca/wje
- ✓ www.intersjournals.org/ER
- ✓ Shodhganga.inflibnet.ac.in
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Research Guide

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